

EVERY VOICE



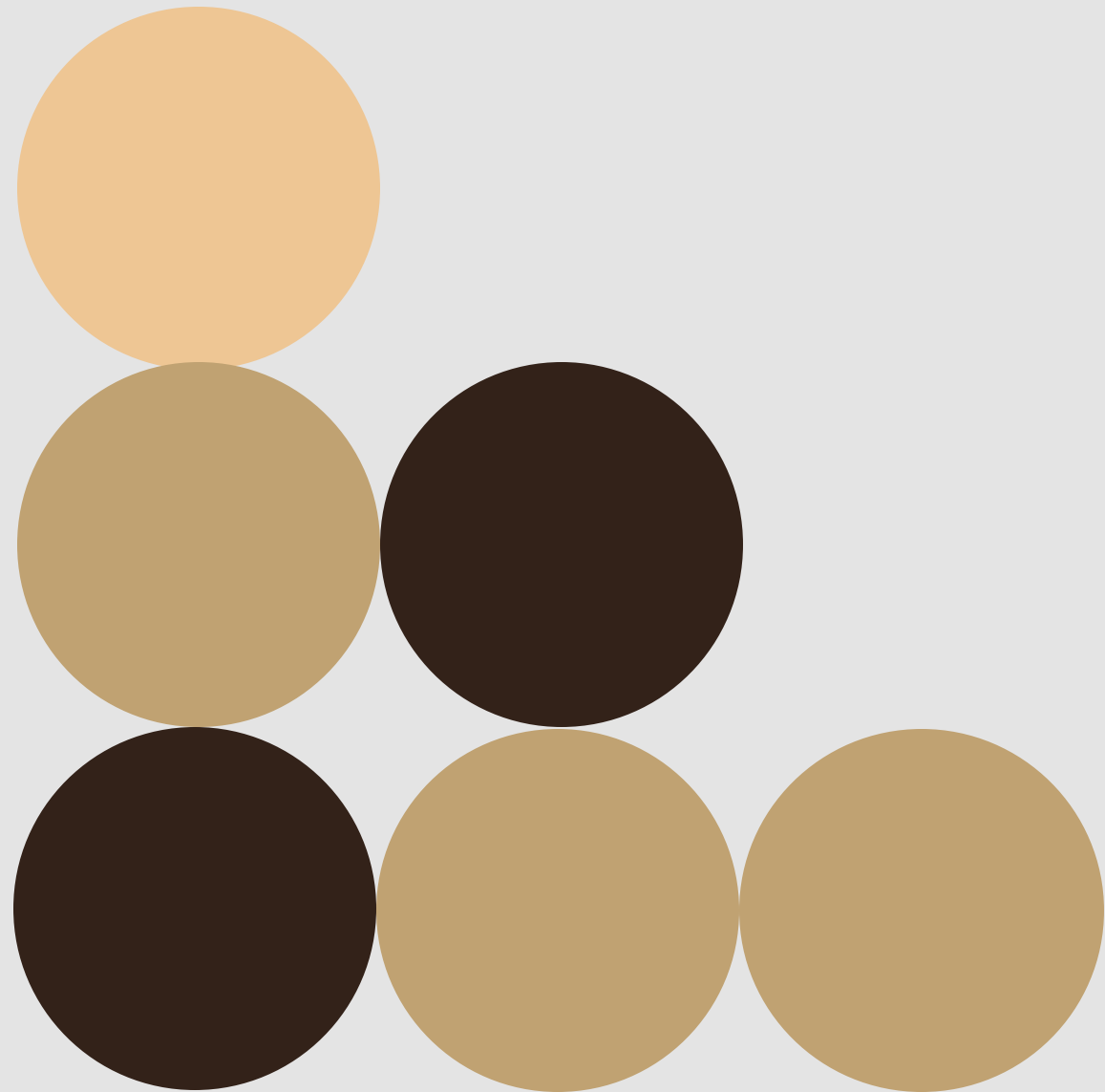
The intersectional approach to leadership and L&D

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Agenda

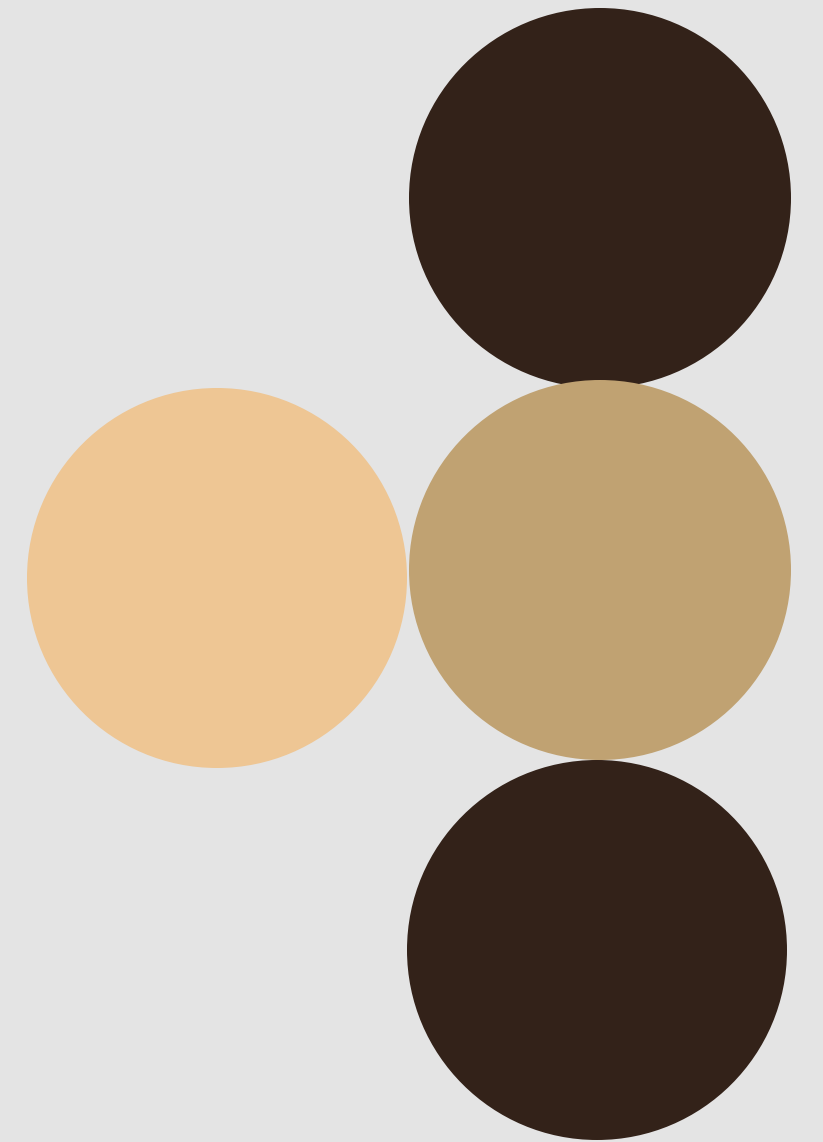


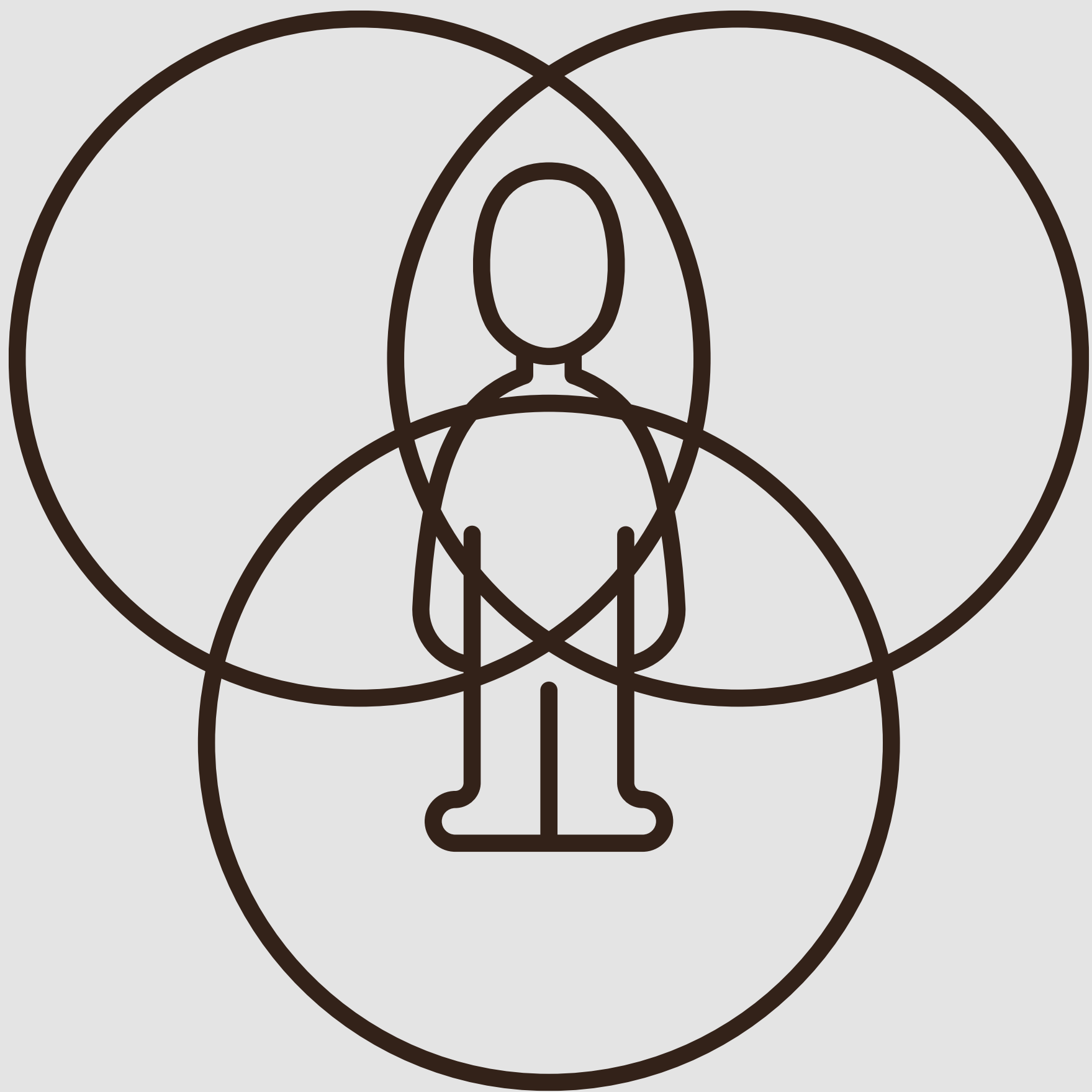
Intersectional Leadership: What it looks like in practice

Integrating intersectionality into learning and development

Measuring impact and success to build a culture of empowerment

What is
intersectionality?





Understanding Intersectionality in the Workplace

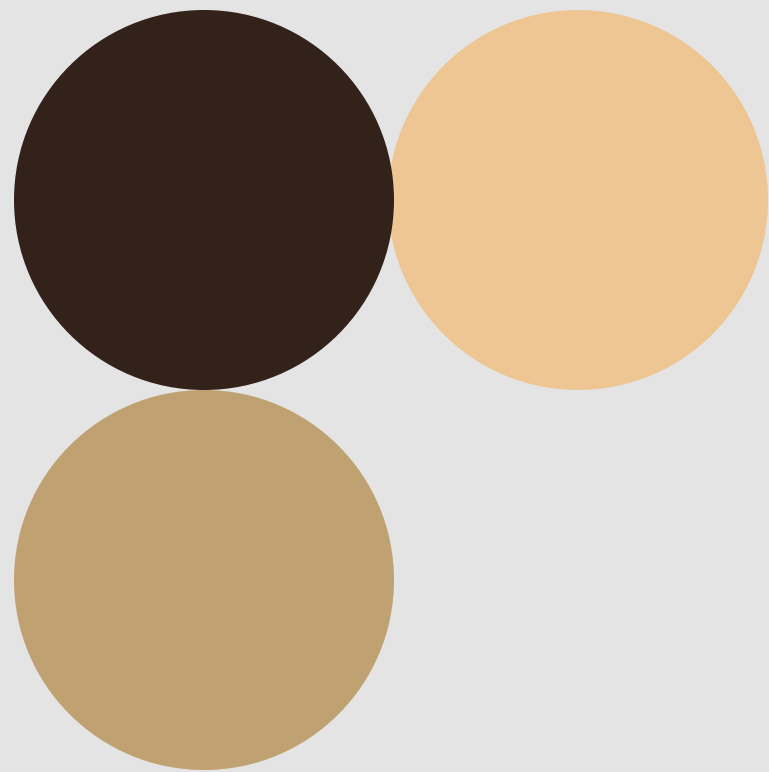


The Key Points

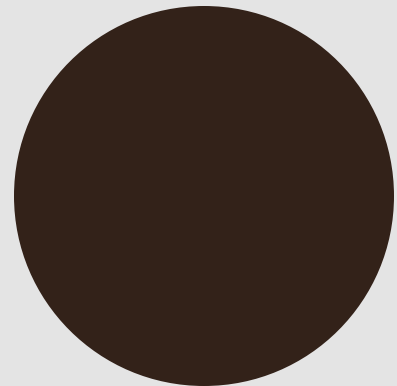
Intersectionality shapes workplace experiences

Companies have to recognise invisible barriers

Change starts with business leaders

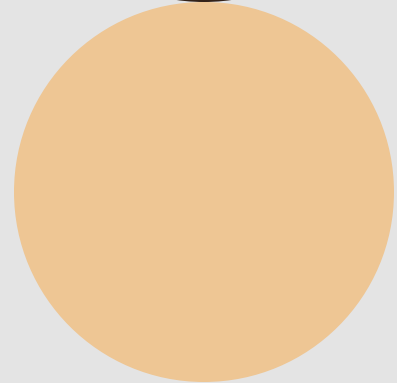


The practice



Lead with Empathy and Awareness

Take the time to understand and support team members by recognising the unique ways their identities shape their workplace experiences.



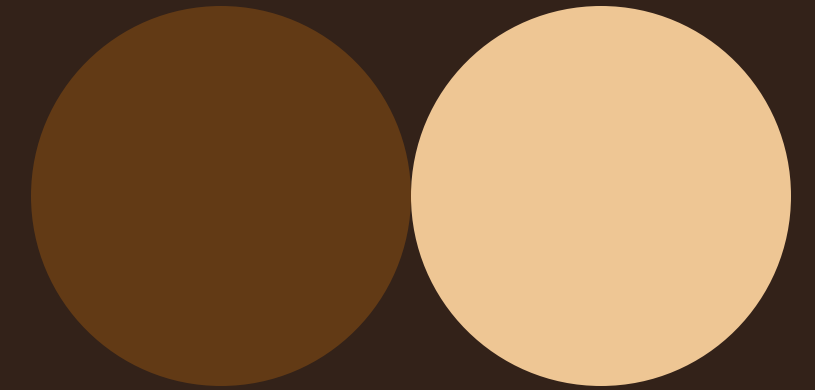
Embed Intersectionality into Policies and Programs

Regularly review workplace policies and L&D initiatives to ensure they address the challenges faced by employees with intersecting identities.

Encourage Inclusive Conversations

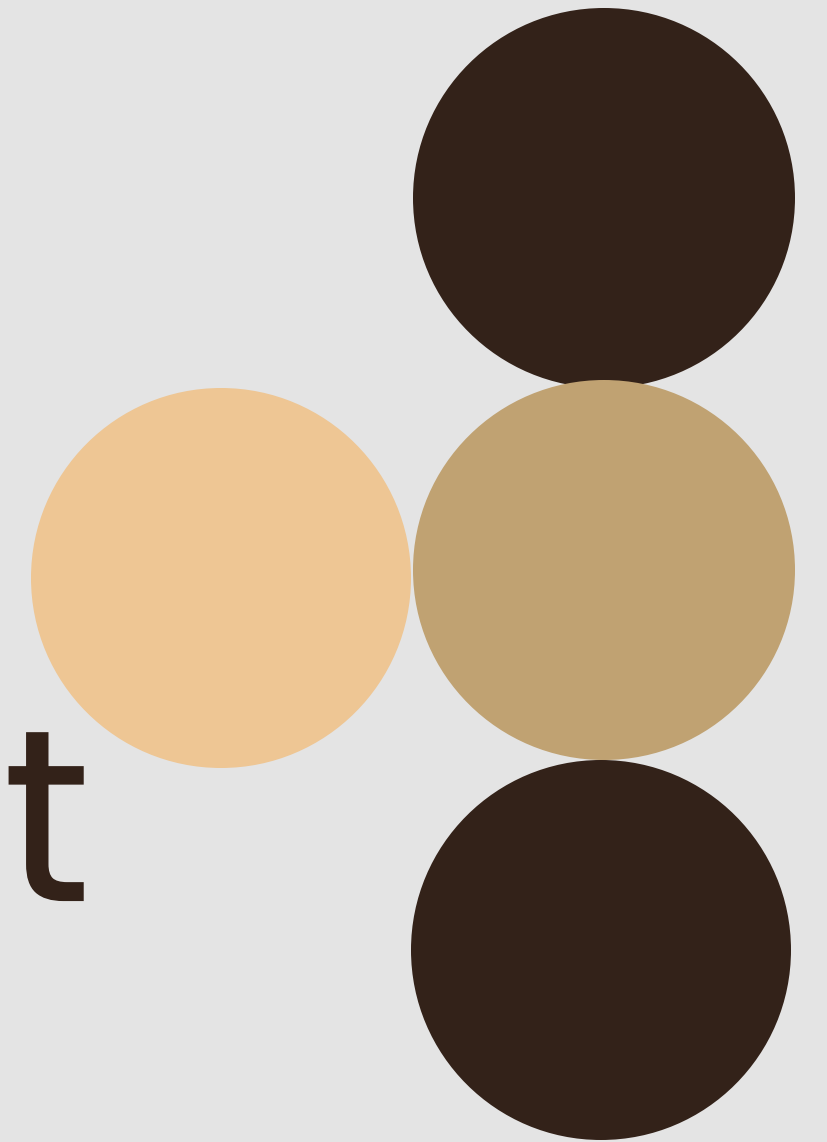
Create safe and open spaces where employees feel comfortable sharing their experiences and providing feedback on workplace inclusivity.

Examples

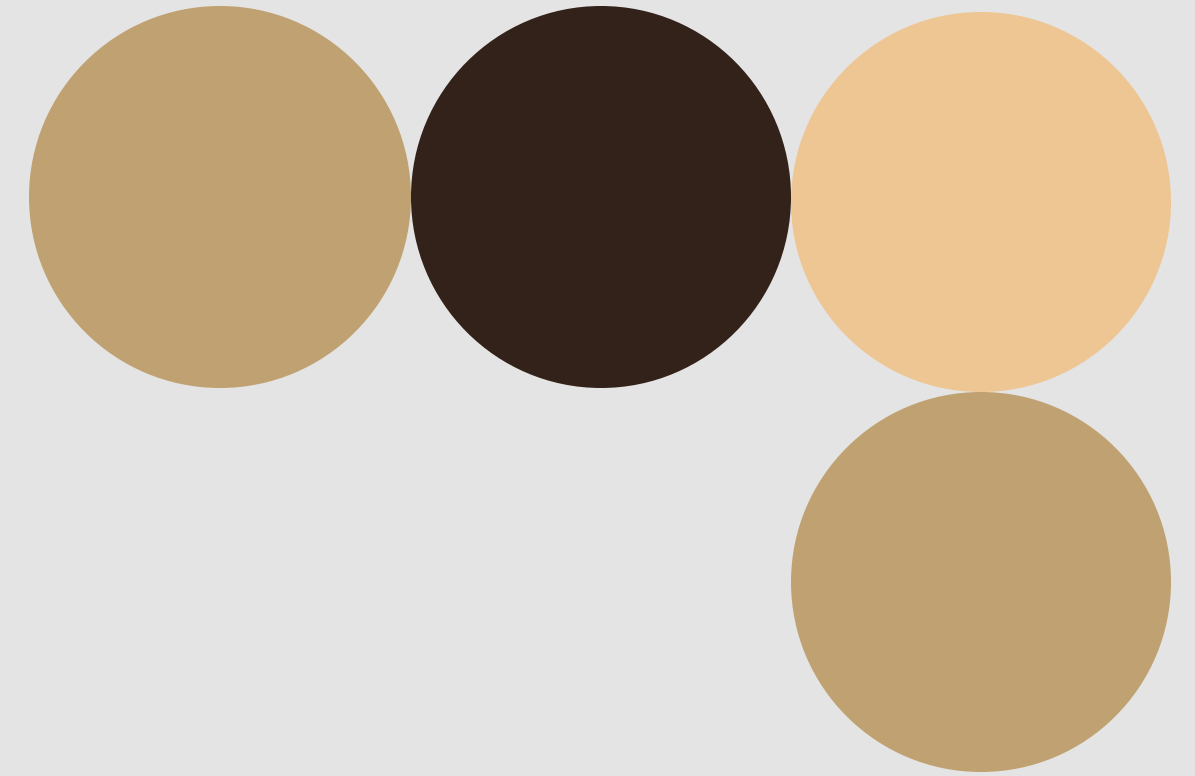


Inclusive Leadership Training	Flexible Workplace Policies	Accessible Feedback Channels
<p>Equip leaders with the knowledge to recognise and address the unique challenges employees face due to intersecting identities. Simple, cost-effective workshops on recognising bias or inclusive language can have a big impact on upping a supportive environment.</p>	<p>Many companies already offer flexible working arrangements, but are these truly accessible to everyone? By making small adjustments—like scheduling accommodations or allowing for remote work—you can better support employees with intersecting needs, such as disability or caregiving responsibilities.</p>	<p>Employees often know what they need to succeed; they just need a safe way to tell you. Anonymous surveys or virtual suggestion boxes give employees the confidence to share their experiences, helping you make meaningful improvements without requiring significant investments.</p>

Integrating
intersectionality into
learning & development



The options



01

Incorporate

lived experiences into
training

02

Prioritise

learning experiences over
management directives

03

Partner

leaders with mentors or
sponsors

04

Create

group learn-ex with staff
from different backgrounds

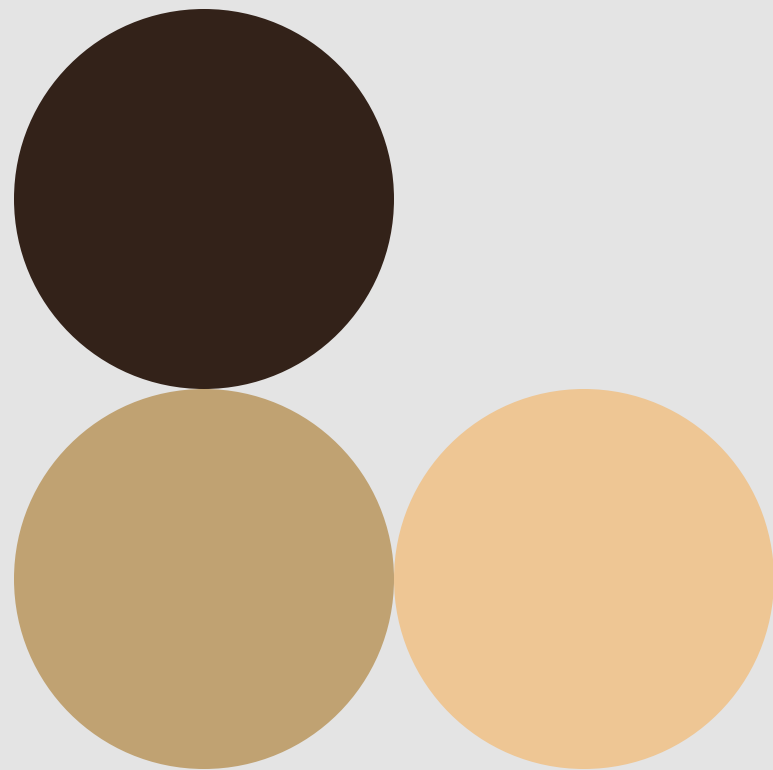
Option one



Incorporate lived experiences into training

Bring authenticity to training by sharing real-world stories from individuals who navigate intersectional challenges.

This approach facilitates deeper understanding and empathy, helping participants connect with the lived realities of diverse colleagues.



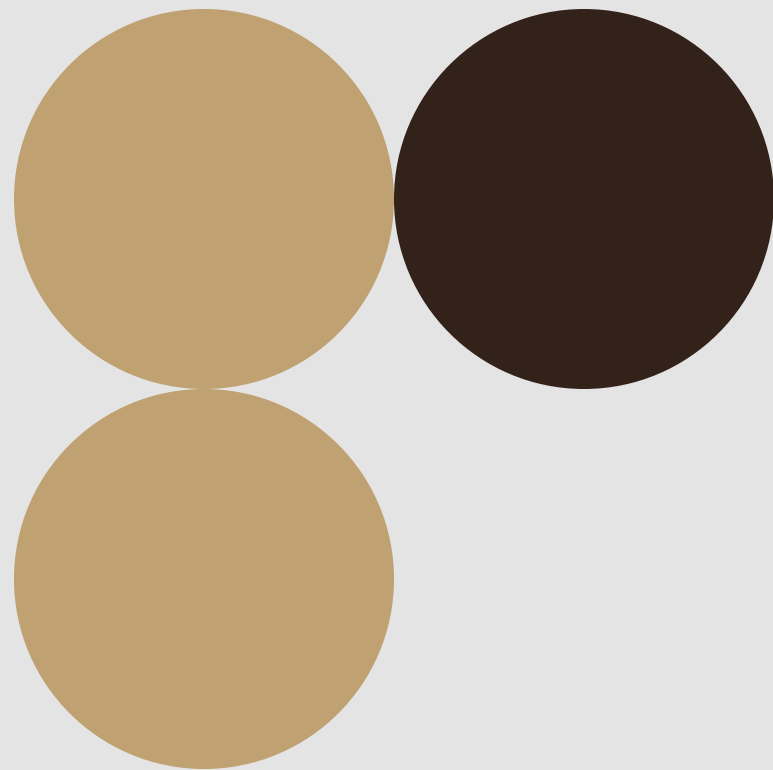
Option two



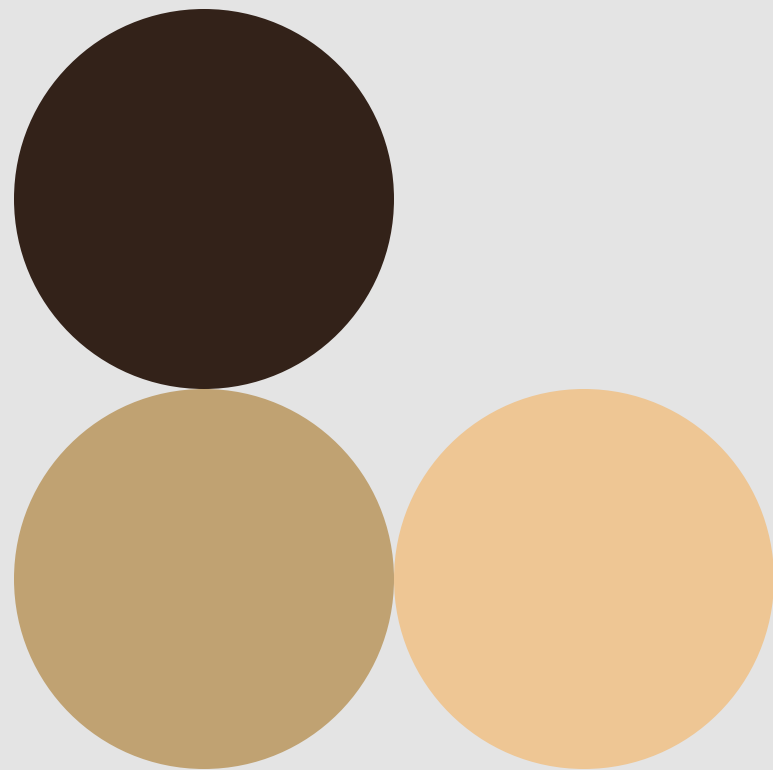
Prioritise learning experiences over management directives

Shift away from rigid learning pathways and immerse participants in hands-on, experiential learning.

Allowing employees to shape their learning journeys with existing resources.



Option three



Partner leaders with mentors or sponsors

Mentorship and sponsorship programs provide direct support for underrepresented employees, helping them navigate challenges and advance in their careers.

Leaders benefit from learning alongside mentees and gain insights into diverse perspectives.

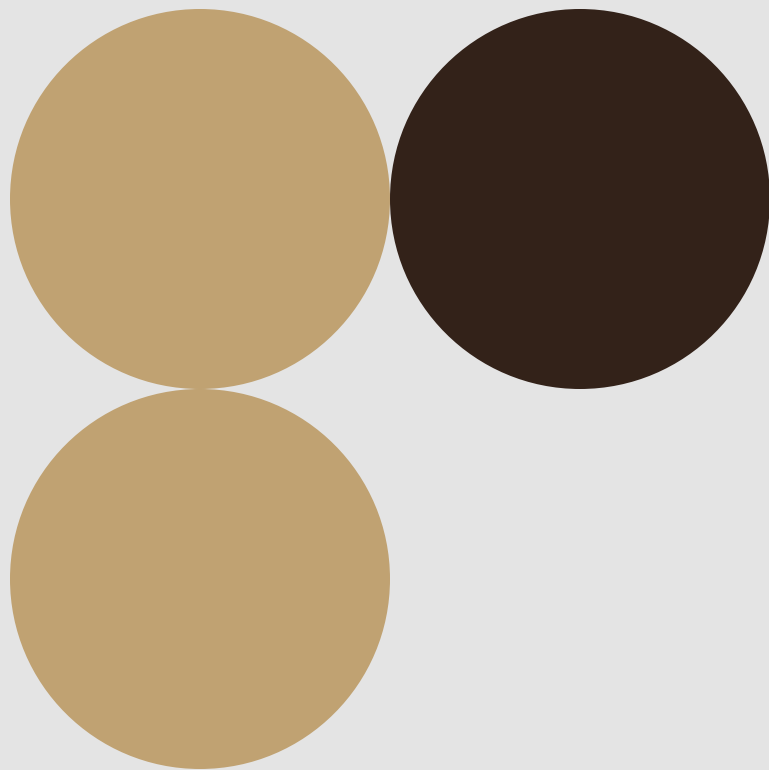
Option four



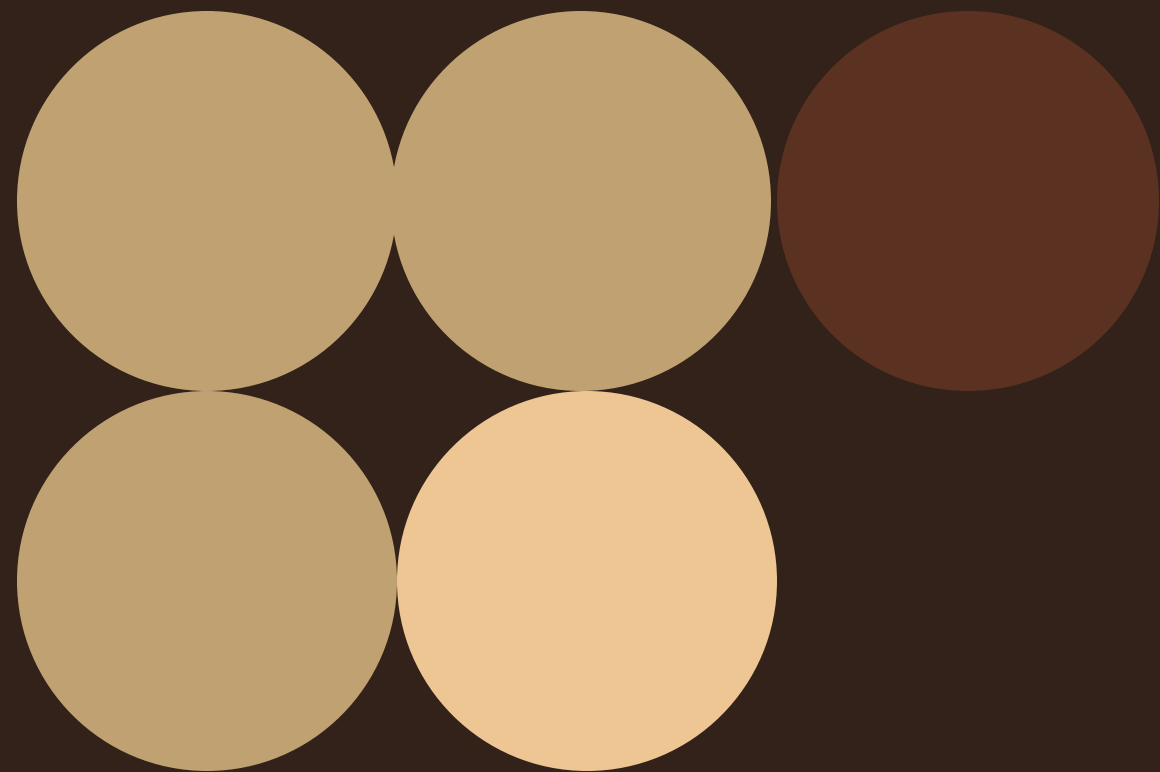
Create group learning experiences with diverse staff

Facilitate group sessions where employees from different backgrounds collaborate and share experiences.

These sessions encourage mutual understanding, build trust, and create a stronger, more inclusive workplace culture.



The Bide framework



Belonging

Start by cultivating a sense of belonging, ensuring every employee feels valued, seen, and part of the organisation's culture.

Inclusion

Build on belonging by creating spaces where all voices are heard, respected, and actively encouraged to contribute.

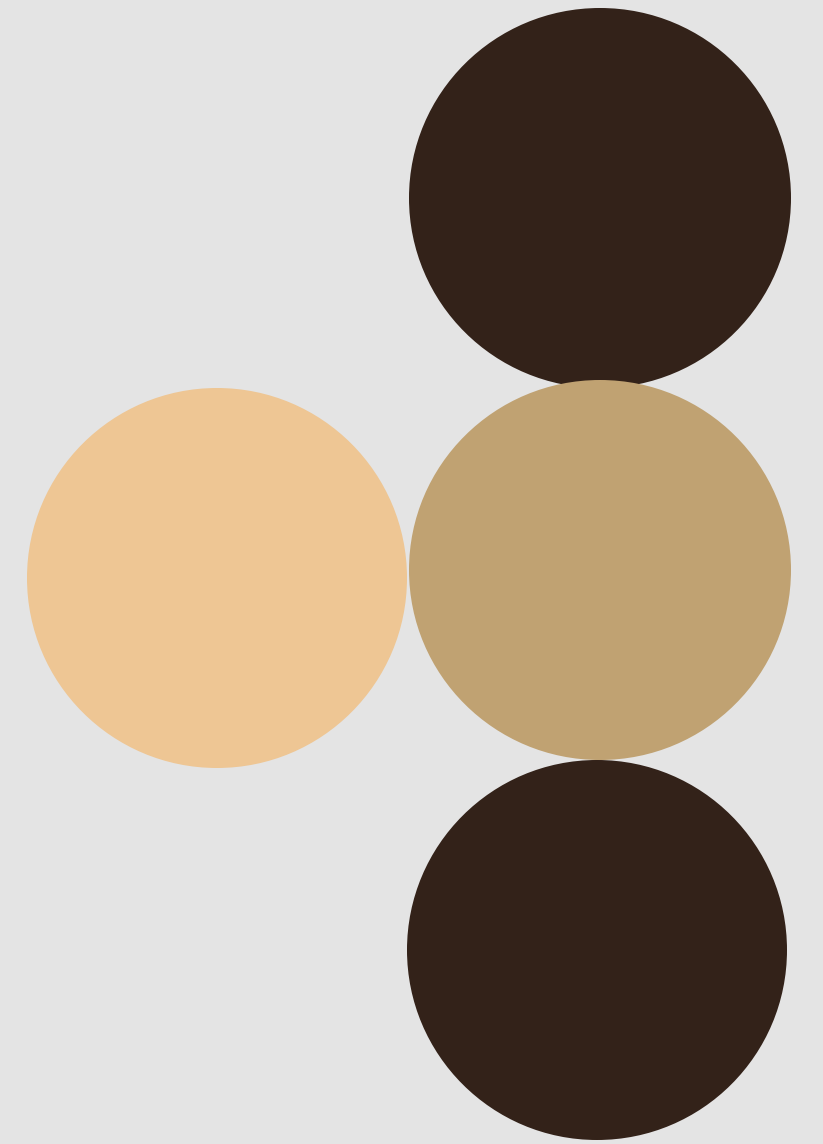
Diversity

Continue to bring diverse perspectives into the organisation, recognising and celebrating the richness of individual differences.

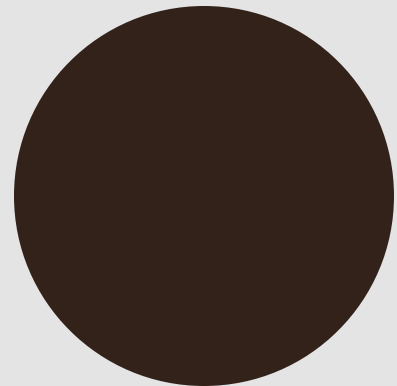
Equity & Equality

When everything else is embedded e&e becomes a natural outcome, providing equal access and opportunities for everyone.

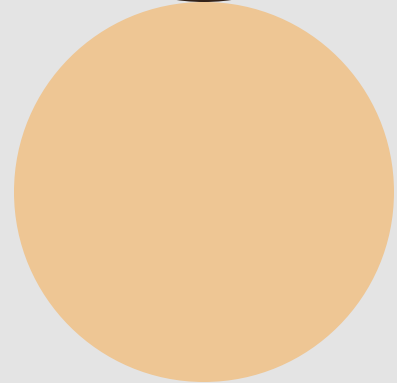
Measuring impact and success



The recommendations

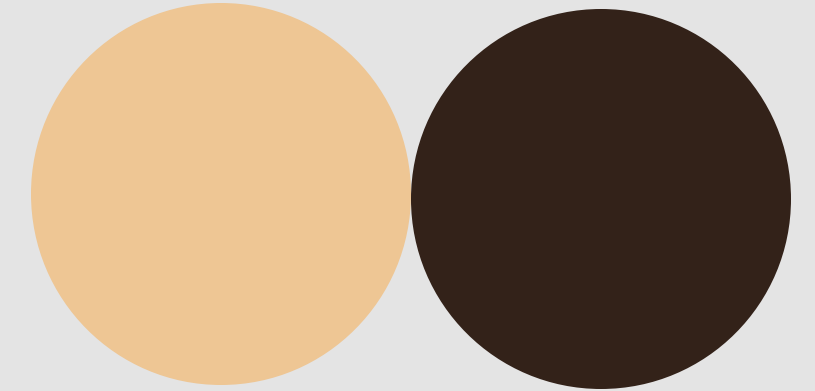


To measure success, **continue to track key metrics** like representation in leadership, L&D participation, and feedback from inclusion surveys. These data points will **identify where progress is happening and where gaps remain.**



"It's also important to **tie intersectionality efforts to broader organisational goals**, such as employee retention, innovation, and customer satisfaction. Linking initiatives to **tangible outcomes** ensures they are seen as **essential to business success**, not just 'nice-to-have' programs.

The plan



<p>Define Clear Objectives: Identify specific goals for representation, inclusion, and leadership development.</p>	<p>Embed Better Feedback Mechanisms: Regularly survey employees on belonging, inclusion, and workplace safety (physical & psychological).</p>	<p>Monitor Program Outcomes: Evaluate participation and outcomes from L&D programs.</p>	<p>Tie to Business Goals: Align initiatives with metrics like retention, innovation, and customer satisfaction.</p>
<p>Track Representation: Continuously monitor diversity in leadership and across teams to ensure progress.</p>	<p>Conduct Inclusion Surveys: Use anonymous surveys to gauge employee experiences and inclusion levels.</p>	<p>Assess L&D Effectiveness: Measure engagement, behavioural changes, and leadership growth post-training.</p>	<p>Analyse Feedback: Collect employee suggestions and refine strategies based on measurable outcomes.</p>

Let's recap



Intersectional leadership

Empathy, awareness, and inclusive practices.



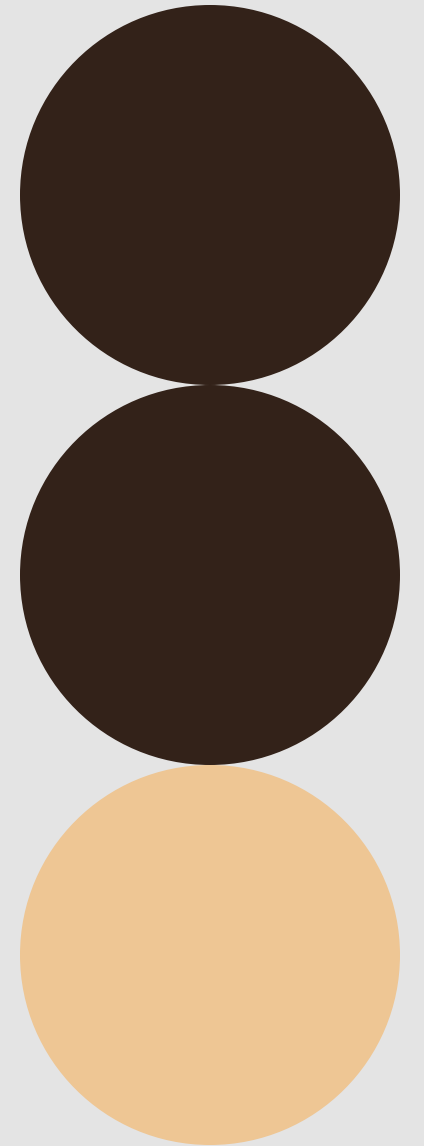
Integrate into development

Lived experiences, and tailored programs.



Measure the impact

Represent, gain feedback, and align.



Thank you.

